

Cynthia S. Cycyota, Ph.D.
Curriculum Vita

BUSINESS ADDRESS:

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CURRENT POSITION:

Assistant Professor, United States Air Force Academy
Colorado Springs, Colorado.
June, 2002 to present.

EDUCATION:

The University of Texas at Arlington
Ph.D., 2003
Major Field: Strategic Management
Minor Field: International Business
Dissertation Chairs: Dr. Richard Priem & Dr. Abdul Rasheed

Wright State University, Dayton, Ohio
Master of Business Administration, 1996

University of Missouri – Columbia, Missouri
Bachelor of Science, Business Administration, Cum Laude, 1979

Certified Public Accountant, 1979

PUBLICATIONS:

Shook, C.S., Ketchen, D.J., Cycyota, C.S. and Crocket, D. A. 2003. Data analytic trends and training in strategic management. *Strategic Management Journal*, 24(12): 1231-1238.

Cycyota, C.S. and Harrison, D.A. 2002. Enhancing survey response rates at the executive level: Are employee- or consumer-level techniques effective? *Journal of Management*, 28(2): 163-189.

Priem, R.L. and Cycyota, C.S. 2001. On strategic judgment. In, Hitt, M.A., Freeman, R.E., and Harrison, J.S. (Eds.), *Handbook of Strategic Management*, Blackwell.

Yip, F., Priem, R.L., and Cycyota, C.S. 2001. The performance effects of human resource managers' and other middle managers' involvement in strategy making under different business-level strategies: The case in Hong Kong. *The International Journal of Human Resource Management*, 12(8): 1325-1346.

Bell, M.P., Cycyota, C.S., and Quick, J.C. 2001. Affirmative defense: The prevention of sexual harassment. In, Nelson, D.L. and Burke, R.J. (Eds.). *Gender, Work Stress, and Health: Current Research Issues*. Washington, D.C.: American Psychological Association.

Bell, M.P., Quick, J.C., and Cycyota, C.S. 2001. Assessment and Prevention of Sexual Harassment: Creating Healthy Organizations. *International Journal of Selection and Assessment* special issue on Counterproductive Behaviors at Work.

RESEARCH UNDER REVIEW:

Harrison, D.A., Cycyota, C.S. and Echols, A.E. Implicit theories of firm performance: Comparisons and consequences for entrepreneurs versus other executives. Submitted to *Organization Science*, 2004.

Cycyota, C.S. and Harrison, D.A. Likelihood of top manager responses to organizational surveys: When questioning executives, are networks the answer? Submitted to *Journal of Management*, April, 2004

PRESENTATIONS:

Cycyota, C.S. and Harrison, D.A. 2002. Top manager responses to organizational surveys: When questioning executives, are networks the answer? Proceedings, the Research Methods Division, Academy of Management Meeting, Denver, Colorado, August, 2002. *Proceedings*.

Cycyota, C.S., Harrison, D.A. and Stahl, A.L. Improving firm-level response rates: Do individual-level findings generalize to surveys of executives? Paper presented to the Research Methods Division, Academy of Management Meetings, Toronto, Canada, August, 2000.

Cycyota, C.S. and Harrison, D.A. Strategic theories of entrepreneurs: Comparisons, consequences, covariates and contingencies of executives' theories of firm performance. Paper presented to the Entrepreneurship Division, Academy of Management Meetings, Toronto, Canada, August, 2000.

Yip, F., Priem, R.L., and Cycyota, C.S. The performance effects of human resource managers' and other middle managers' involvement in strategy making under different business-level strategies: The case in Hong Kong. Paper presented to the Human Resources Division, Academy of Management Meetings, Toronto, Canada, August, 2000.

Crocket, D.R., Shook, C.L., and Cycyota, C.S. The conceptualization and measurement of organizational performance over time: An analysis and critique of strategic management research. Paper presented to the Strategic Management Division, Southern Management Association Meeting, Atlanta, Georgia, November, 2000.

WORKING PAPERS:

Cycyota, C.S. Strategic issue interpretation by biotechnology executives: The influence of the institutional field. Dissertation.

Cycyota, C.S. and Harrison, D.A. 2002. Top manager responses to organizational surveys: When questioning executives, are networks the answer? Working Paper.

Cycyota, C.S. Strategy as a function of time: Relating strategy selection to organizational life cycle. Working Paper.

Cycyota, C.S. Strategic qualities of human resources managers: A qualitative view. Working Paper.

Cycyota, C.S. Cultural citizens: The relationship of organizational culture to organizational citizenship in the multinational corporation. Working Paper.

TEACHING EXPERIENCE:

International Management - United States Air Force Academy, Fall, 2003.

Strategic Management - United States Air Force Academy, Spring, 2003, 2004.

Management - United States Air Force Academy, Fall, 2002.

Business Policy - Graduate Telecampus, The University of Texas at Arlington, Co-Instructor, Spring, 2001.

Business Policy, The University of Texas at Arlington, Fall 2000.

Organizational Behavior, Texas Wesleyan University, Fall 1998.

PROFESSIONAL SERVICE:

Reviewer for Academy of Management, Business Policy and Strategy Division 2000, 2001, 2002, 2003, 2004.

Reviewer for Academy of Management, Research Methods Division, 2002, 2003, 2004.

Reviewer for Southern Management Society, 2000, 2004.

Reviewer for Southwest Academy of Management, Business Strategy/International Track, 2002.

INDUSTRY EXPERIENCE:

1989 – 1992

Cycyota Associates, Clarendon Hills, Illinois
Consultant

1987 – 1989

Hinsdale Federal Savings and Loan Association, Hinsdale, Illinois
Vice President/Controller, Operating Committee

1986 – 1987

Deloitte, Haskins, and Sells, Chicago, Illinois
Audit Manager, Financial Services Industry

1979 – 1985

Peat, Marwick, Mitchell, & Co., St. Louis, Missouri
Audit Manager, Financial Services Industry